

**61ST CONFERENCE OF
DIRECTORS GENERAL OF CIVIL AVIATION
ASIA AND PACIFIC REGION**

Kuala Lumpur, Malaysia

7 - 11 September 2026

AGENDA ITEM 8: CAPACITY DEVELOPMENT AND
IMPLEMENTATION

**PROGRESS OF ASIA PACIFIC REGIONAL TRAINING
COOPERATION FRAMEWORK (RTCF) INITIATIVES**

(Presented by the Regional Cooperation Mechanisms Task Force)

SUMMARY

This paper updates on the progress of the implementation of the Regional Training Cooperation Framework (RTCF) and RTCF Working Group. The paper calls for the active participation of States and Administrations, and industry in the initiatives.

PROGRESS OF REGIONAL TRAINING COOPERATION FRAMEWORK (RTCF) INITIATIVES

1.1 The 58th Conference of Directors-General of Civil Aviation, Asia and Pacific Regions (DGCA/58) in October 2023 endorsed the Regional Training Cooperation Framework (RTCF) proposed by the Regional Cooperation Mechanism Task Force (RCM TF). The RTCF Working Group (WG) was established in August 2024 to implement initiatives to address regional training needs, including a regional Train-the-Trainer Programme, an annual ICAO APAC Regional Training Symposium, a regional training needs survey and the APAC Regional Training Programme.

1.2 The terms of reference for the Working Group are as follows:

- a) Coordinate and work out the details to implement the identified initiatives under the Asia Pacific RTCF;
- b) Review and propose additional coordination activities under the Framework; and
- c) Monitor the progress of initiatives and review their effectiveness.

Regional Train-the-Trainer Programme

1.3 The regional Train-the-Trainer Programme (TTP) aims to build a roster of instructors in the APAC region qualified under the ICAO Instructor Qualification Framework to deliver the ICAO Government Safety Inspector (GSI) courses.

1.4 This initiative addresses the immediate needs of States and Administrations for additional and competent oversight personnel. The TTP aims to qualify at least six ICAO instructors from the APAC region by 2026.

1.5 Several States and Administrations have contributed to the regional TTP over the last two years. China delivered the GSI Personnel Licensing (GSI-PEL) course in November 2025, followed by the GSI Operations (GSI-OPS) and GSI-Airworthiness (GSI-AIR) courses in April 2026. The Republic of Korea conducted the GSI-AIR course in November 2025, while Indonesia delivered the GSI-AIR and GSI-OPS courses in July and August 2026 respectively. In addition, Singapore and the Republic of Korea delivered four runs of the ICAO Training Instructors Course (TIC) from 2025 to 2026.

1.6 Additional GSI courses are to be delivered in 2026 by the Republic of Korea (GSI-PEL in November 2026) and Indonesia (GSI-PEL in September 2026). The United States has also expressed interest to provide fellowship support for GSI and TIC courses from 2027 to 2028.

1.7 As of 1st September 2026, the regional TTP has trained 164 participants through the GSI courses, thereby allowing States to strengthen their oversight capacity, while 40 participants have successfully completed the ICAO TIC. In addition, six experts have completed the ICAO instructor qualification process and are now qualified to deliver GSI courses in the region. Three GSI-AIR instructors are based in Bangladesh, Indonesia, and the Republic of Korea, two GSI-PEL instructors are based in Sri Lanka and Thailand and one GSI-OPS instructor is based in Singapore. The TTP has successfully met its initial target of having an additional six ICAO instructors based in the APAC region qualified to deliver GSI courses by 2026.

1.8 Considering the remaining pipeline of prospective instructors, the RTCF WG aims to qualify an additional three instructors, bringing the total of ICAO-qualified instructors to nine by 2028. This will further enhance the instructor pool and provide greater access to APAC States to strengthen their oversight capabilities within their respective Administration through increased training opportunities.

1.9 The last phase of the ICAO instructor qualification lies in the on-the-job training of the instructor candidate after they have completed one GSI course and the ICAO TIC. As this involves travel for the duration of the course (3 weeks), the ICAO Asia and Pacific Regional Office (APRO) might provide financial support to States / Administration that are unable to cover these expenses.

ICAO APAC Regional Training Symposium

1.10 The inaugural ICAO APAC Regional Training Symposium (RTS) was held from 16 to 17 July 2025 in Singapore, under the theme *"Enhancing Training Cooperation – Building Human Capital for the Sustainable Development of Civil Aviation"*. The RTS serves as an international forum for the exchange of best practices and experiences in human resource development and aviation training. The event was attended by over 500 participants including Directors-General of Civil Aviation, academics, experts and professionals in aviation training and human resource development.

1.11 ICAO APRO will provide updates on the next edition of the RTS when the details are confirmed.

APAC Regional Training Programme

1.12 Following the APAC Regional Training Needs Analysis conducted in 2025, an APAC Regional Training Programme (RTP) was developed by ICAO APAC RO. Please see **Annex A** on details of the RTP. The Programme first aims to bridge urgent capacity gaps by delivering courses, conducting on-the-job training, providing internships and scholarships, while deploying instructors, subject matter experts, funding, training materials and other resources. Course deliveries will be prioritised in the areas of Operations (OPS), Air Navigation Services (ANS), Personnel Licensing (PEL), Airworthiness (AIR), Aerodromes (AGA), Safety Management, and ATM inspector training, as identified by the Training Needs Analysis.

1.13 As part of the RTP, ICAO APAC RO conducted a gap analysis to determine additional or new courses that could be delivered at the regional or sub-regional level. The gap analysis found that support from States / Administrations would be needed to implement the RTP. Support could include course deliveries, provision of subject matter experts, the deployment of qualified instructor personnel at no cost to support course deliveries, training materials, facilities, funding or other in-kind contributions. Please see **Annex B** for the details of the gap analysis.

1.14 Over the longer term, the RTP aims to support States in building sustainable training capacities that can support their aviation systems. The RTP will provide a structured process covering the development of training strategies and roadmaps, State-level training needs

assessments, training plans, training delivery, and evaluation. This process will be led by ICAO, with support from States, regional civil aviation academies, and the RTCF WG.

Development and Updates of Civil Aviation Master Plans

1.15 A State's Civil Aviation Master Plan (CAMP) provides the foundation for its aviation developing planning. Before supporting States in developing their Aviation Training and Capacity Building (ATCB) roadmaps, ICAO APRO may also assist States/Administrations, upon request, in developing or updating their CAMP.

1.16 The first step in that process will be done through a questionnaire-based assessment to determine whether each State/Administration has a current and approved CAMP. The questionnaire will be sent in September 2026. The assessment will also identify the type of support required, including CAMP development, review, or implementation assistance.

1.17 The overall CAMP support process is expected to take 18 months. Following the initial assessment, ICAO will organise CAMP workshops over a six-month period, with support from the RTCF WG, States, and civil aviation academies as necessary. These workshops will guide States/Administrations in the development, approval, and implementation of their CAMPs. Where additional support is requested, a subsequent 9-month implementation support phase may be provided. This phase would provide tailored, hands-on guidance and expert consultation to States/Administrations requiring support in developing or refining their CAMPs.

Aviation Training and Capacity Building Roadmaps

1.18 States can identify initiatives for the sustainability of their air transport systems through the development of ATCB roadmaps.

1.19 ICAO may provide support to develop and review the roadmaps if requested by States. This would include reviewing existing training and capacity-building plans, engaging relevant stakeholders, and identifying current capability gaps. ICAO can conduct dedicated ATCB workshop(s) for States / Administrations, with support from the RTCF WG, States, and civil aviation training academies as necessary. If more support is requested, ICAO could also provide implementation support. Each project is expected to take approximately 9 months.

2. ACTION BY THE CONFERENCE

2.1 The Conference is invited to:

- a) request States / Administrations to support prospective instructors in completing the required process to become ICAO-qualified instructors, to meet the target of developing 9 instructors by 2028;
- b) call on States/Administrations to support, where appropriate, the delivery of regional training priorities through courses, fellowships, instructors, subject matter experts, training materials, host facilities, funding or other in-kind support; and

- c) call on States/Administrations, civil aviation training academies and industry to actively participate in the development, review and implementation of Civil Aviation Master Plans and Aviation Training and Capacity Building Roadmaps under the APAC Regional Training Programme, by providing inputs, nominating focal points, and engaging in relevant assessments, workshops and technical assistance activities.

— END —

ANNEX - A

ASIA - PACIFIC REGIONAL TRAINING PRIORITIES AND FUNDING STATUS GAP ANALYSIS

1. Purpose

This Attachment provides a consolidated overview of the Asia-Pacific Regional Training Priorities and Funding Status Gap Analysis (2026-2030) developed to consolidate regional training priorities identified through the Asia-Pacific Training Needs Analysis (TNA) and Regional Training Program Proposal (RTPP). It is intended to support discussions on regional training implementation, funding requirements, and resource mobilization among APAC States and Administrations, ICAO APAC Regional Office, the Regional Training Cooperation Framework Working Group (RTCF WG), training organizations, development partners, and industry stakeholders.

The analysis consolidates priority training activities identified through regional training needs assessments and maps them against funding status, implementation progress, and expected training outcomes. The objective is to facilitate coordinated decision-making and identify opportunities for sponsorship and partnership support to address critical aviation capacity-building needs across the Asia-Pacific Region

The matrix focuses on:

- Regional training priorities;
- Available training solutions;
- Funding status;
- Training implementation progress; and
- Resource mobilization requirements.

2. Executive Summary

The APAC portfolio is organized according to the priorities identified through the TNA.

Priority	Technical Area	Regional Demand
1	Aircraft Operations (OPS)	Highest
2	Air Navigation Services (ANS)	Very High
3	Personnel Licensing (PEL)	High
4	Airworthiness (AIR)	High
5	Aircraft Accident Investigation (AIG)	Medium
6	Aerodromes and Ground Aids (AGA)	Medium
7	Aviation Legislation (LEG)	Medium
8	SMS / RPAS / AI	Emerging

The first four priorities are considered the most critical due to inspector shortages and significant regional demand.

The APAC Regional Training Portfolio for consists of 58 training and capacity-building initiatives, comprising 55 activities under the Interim Program (2026-2028) and 4 strategic initiatives under the Self-Sustaining Program (2026-2030).

As of the latest portfolio review:

Portfolio Status	Number of Activities
Funded	16
Unfunded	43
Completed	8
Planned	50
Total Portfolio	58

The highest regional priorities remain:

1. Aircraft Operations (OPS)
2. Air Navigation Services (ANS)
3. Personnel Licensing (PEL)
4. Airworthiness (AIR)

These areas represent the most significant competency and inspector qualification gaps identified by APAC States and Administrations.

While several inspector training programmes have already been successfully delivered through support from China (CAAC), the United States (FAA/Boeing), Singapore Aviation Academy (SAA), Republic of Korea (IAAA), COSCAP-SEA, and Indonesia, a substantial number of activities remain unfunded and require additional resource mobilization efforts.

3. Portfolio Overview

3.1 Programme Structure

The regional portfolio is organized under two implementation streams.

A. Interim Program (2026-2028)

The Interim Program addresses immediate regional competency gaps through inspector training, operational oversight courses, instructor development, safety management programmes, and emerging technology training.

B. Self-Sustaining Program (2026-2030)

The Self-Sustaining Program aims to strengthen long-term national and regional aviation training capability through strategic institutional development initiatives.

3.2 Portfolio Summary by Programme

Programme	Total	Funded	Unfunded	Completed	Planned
Interim Program	55	16	38	8	47
Self-Sustaining Program	4	0	4	0	4
Total	58	16	42	8	51

4. Regional Priorities and Training Activities

Priority 1: Aircraft Operations (OPS)

Objective

Strengthen inspector competencies for air operator certification and operational oversight.

Course / Activity	Status	Funding Source
GSI OPS Air Operator Certification Batch 1	Completed	China (CAAC)
GSI OPS Air Operator Certification Batch 2	Completed	US (FAA/Boeing)
GSI OPS Air Operator Certification Batch 3	Planned	US (FAA/Boeing)
GSI OPS Air Operator Certification Batch 4	Planned	Indonesia (CHRDCA)
GSI OPS Cargo Operations	Planned	Unfunded
GSI OPS Cargo Operations	Planned	Unfunded

Summary: 4 funded activities and 2 unfunded activities.

Priority 2: Air Navigation Services (ANS)

Objective

Address the shortage of qualified ANS inspectors and expand regional oversight capability.

Course / Activity	Status	Funding
Audit Techniques & Practices for ANS Safety Oversight	Completed	COSCAP-SEA
Aeronautical Information Quality Management (AIQM)	Planned	Unfunded
Data-Centric AIS Operations	Planned	Unfunded
Extended Diversion Time Operations (EDTO)	Planned	Unfunded
OJTI for Air Traffic Control	Planned	Unfunded

Summary: 1 funded activity and 4 unfunded activities.

Priority 3: Personnel Licensing (PEL)**Objective**

Enhance regional personnel licensing oversight capability.

Course / Activity	Status	Funding Source
GSI-PEL Batch 1	Completed	China (CAAC)
GSI-PEL Batch 2	Planned	US (FAA/Boeing)
GSI-PEL Batch 3	Planned	US (FAA/Boeing)
GSI-PEL Batch 4	Planned	Republic of Korea (IAAA)
ICAO English Language Proficiency Interlocutor/Rater Training	Planned	Unfunded
Personnel Licensing (PEL) System	Planned	Unfunded
Aeromedical Requirements and Auditing	Planned	Unfunded

Summary: 4 funded activities and 3 unfunded activities.

Priority 4: Airworthiness (AIR)**Objective**

Develop inspector capability in airworthiness certification and continuing oversight.

Course / Activity	Status	Funding Source
GSI-AIR Batch 1	Completed	China (CAAC)
GSI-AIR Batch 2	Completed	US (FAA/Boeing)
GSI-AIR Batch 3	Planned	US (FAA/Boeing)
GSI-AIR Batch 4	Planned	Unfunded
Cross-Border Transferability (XBT)	Planned	Unfunded
EDTO	Planned	Unfunded
Specialized Airworthiness Courses (ETOPS, MNPS, RVSM, LVO, PBN)	Planned	Unfunded

Summary: 3 funded activities and 4 unfunded activities.

Priority 5: Aircraft Accident Investigation (AIG)

Course / Activity	Status	Funding
Basic Aircraft Accident Investigation	Planned	US (FAA)
Service Provider Safety Investigation – Operational Incidents	Planned	Unfunded

Summary: 1 funded activity and 1 unfunded activity.

Priority 6: Aerodrome and Ground Aids (AGA)

Objective

Improve aerodrome oversight, certification and infrastructure safety competency.

Course / Activity	Status	Funding
Overview of Airport Pavement Strength Rating	Planned	Unfunded
Advanced Aerodrome Design and Operations	Planned	Unfunded
Obstacle Limitation Surfaces	Planned	Unfunded
ACR/PCR Methodology Training	Planned	Unfunded
Airport Certification and Infrastructure Standards	Planned	Unfunded
SMS for Airport	Planned	Unfunded
Aerodrome SMS Incorporating PANS-Aerodromes	Planned	Unfunded
Emergency Planning and Response for Airports	Planned	Unfunded

Funding Status: All eight activities remain unfunded.

Priority 7: Aviation Legislation (LEG)

Course / Activity	Status	Funding
International Air Law (IAL)	Planned	Unfunded

Funding Status: Unfunded.

Priority 8: Other Priorities (Training, SMS, RPAS and AI)

Instructor Development

Course	Status	Funding
ICAO Training Instructor Course (Singapore)	Completed	Funded
ICAO Training Instructor Course (Republic of Korea)	Completed	Funded
ICAO Training Instructor Course (China)	Planned	Funded
ICAO Training Development Course	Planned	Unfunded
CBTA Cursory Review Course		Unfunded
Verification of CBTA Course Material	Planned	Unfunded

Safety Management and Safety Planning

Course	Status	Funding
Introduction to NASP	Planned	Unfunded
Monitoring Implementation of NASP	Planned	Unfunded
Fundamentals of Safety Management	Planned	Unfunded
Safety Risk Management Fundamentals	Planned	Unfunded
State Safety Programme	Planned	Unfunded
Safety Management for Practitioners	Planned	Unfunded

RPAS and Emerging Technologies

Course	Status	Funding
Overview of Unmanned Aviation Fundamentals	Planned	Unfunded
Unmanned Aircraft Systems Regulations	Planned	Unfunded
Unmanned Aircraft Systems SMS	Planned	Unfunded
Competency and Licensing of UAS and VTOL Pilots	Planned	Unfunded

Operational Support Courses

Course	Status	Funding
Audit Techniques and Practices for Aviation Auditors	Planned	Unfunded
Communication Procedures for Airside Operations	Planned	Unfunded

Summary: 3 funded activities and 15 unfunded activities.

5. Self-Sustaining Program (2025-2030)

The Self-Sustaining Program aims to improve long-term training sustainability and increase regional self-sufficiency. The analysis indicates that approximately 82% of surveyed States remain less than 50% self-sufficient in aviation training capability.

Initiative	Funding Status
ATCB Roadmap Development	Unfunded
CAMP Development and Validation	Unfunded
TNA Training and iPack	Unfunded
Training Centre Development	Unfunded

Summary: 4 activities, all currently unfunded.

6. Key Findings

1. The APAC portfolio includes 49 training and capacity-building initiatives.
2. Fourteen (14) activities have secured funding, mainly through support from China (CAAC), United States (FAA/Boeing), COSCAP-SEA, Singapore Aviation Academy, Republic of Korea (IAAA), and Indonesia.
3. Thirty-five (35) activities remain unfunded, representing the principal resource mobilization challenge for 2026-2028.
4. Eight (8) activities have been completed, while forty-one (41) activities remain planned for implementation.
5. The greatest funding gaps are observed in:
 - o Air Navigation Services (ANS);

- Aerodrome and Ground Aids (AGA);
- Aviation Legislation (LEG);
- SMS, RPAS and AI;
- Long-term self-sustaining capacity-building initiatives (2026-2030).

8. The way forward

The RTCF Working group have to discuss the way forward:

- a) Review the regional training priorities;
- b) Identify potential sponsors and donor partners for unfunded activities;
- c) Encourage States, training organizations, and development partners to contribute training opportunities, fellowship programmes, instructors, SMEs and financial resources; and
- d) Support periodic updates to the APAC Regional Training Gap Analysis and Funding Matrix to monitor funded, unfunded, completed, ongoing, and planned activities.

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ASIA - PACIFIC REGIONAL TRAINING PRIORITIES AND FUNDING STATUS GAP ANALYSIS (2026-2028)
Interim Program

Priority	Technical Area	Identified Gap	States Affected	Urgency Driver	Proposed Training Solution	Course(s)	Funding Status	Funding Source	Business Owner	KPI	Status
1	Aircraft Operation (OPS)	Insufficient qualified inspectors for AOC certification	Multiple APAC States	Increasing certification workload and oversight requirements	Regional GSI Programme	GSI OPS Air Operator Certification (Batch- 1)	Funded	China, CAAC	ICAO APAC RO	1 New Instructor qualified and 16 Inspectors trained	Completed (Q4, 2025)
						GSI OPS Air Operator Certification (Batch- 2)	Funded	US (FAA & Boeing)	ICAO APAC RO	2 New Instructor qualified and 16 Inspectors trained	Completed (Q4, 2025)
						GSI OPS Air Operator Certification (Batch - 3)	Funded	US (FAA & Boeing)	ICAO APAC RO	3 New Instructor qualified and 16 Inspectors trained	Planned
						GSI OPS Air Operator Certification (Batch - 4)	Funded	Indonesia	Indonesia (CHRDCA)	4 New Instructor qualified and 16 Inspectors trained	Planned
		Limited cargo oversight capability	Multiple APAC States			GSI OPS -Cargo Operation	Unfunded			16 Inspectors trained	Planned
		Limited cargo oversight capability	Multiple APAC States			GSI OPS -Cargo Operation	Unfunded			15 inspectors qualified	Planned
2	Air Navigation Services (ANS)	Limited standardized ANS inspector training availability	Multiple APAC States	Second highest demand area (48.6%); only 15 States offer ANS inspector training	Regional Training Plan for ANS Civil Aviation Safety Inspector	Audit Techniques & Practices for ANS Safety Oversight Course	Funded	COSCAP-SEA	ICAO COSCAP-SEA	30 inspectors trained	Completed (Q3, 2026)
			Multiple APAC States			Aeronautical Information Quality Management (AIQM EN)	Unfunded				Planned
			Multiple APAC States			Data-Centric Aeronautical Information System Operations (AIS OPS)	Unfunded				Planned
			Multiple APAC States			Extended Diversion Time Operations (EDTO)	Unfunded				Planned
			Multiple APAC States			On-the-job Training Instructor for Air Traffic Control (OJTI for ATC)	Unfunded				Planned
3	Personnel Licensing (PEL)	Shortage of qualified PEL inspectors	Multiple APAC States	Third highest demand area (40%)	Regional Personnel Licensing Training Programme	GSI-PEL (Batch 1)	Funded	China, CAAC	ICAO APAC RO	16 Inspectors trained	Completed (Q4, 2025)
			Multiple APAC States			GSI-PEL (Batch 2)	Funded	US (FAA & Boeing)	ICAO APAC RO	1 New Instructor qualified and 16 Inspectors trained	Planned
			Multiple APAC States			GSI-PEL (Batch 3)	Funded	US (FAA & Boeing)	ICAO APAC RO	1 New Instructor qualified and 16 Inspectors trained	Planned
			Multiple APAC States			GSI-PEL (Batch 4)	Funded	Republic of Korea	IAAA, ROK	1 New Instructor qualified and 16 Inspectors trained	Planned
			Multiple APAC States			ICAO English Language Proficiency Interlocutor/Rater Initial Training	Unfunded			16 Inspectors trained	Planned
			Multiple APAC States			Personnel Licensing (PEL) System (online)	Unfunded			30 Inspectors trained	Planned
			Multiple APAC States			NAA Inspectors – Aeromedical Requirements & Auditing training course	Unfunded			16 Inspectors trained	Planned
4	Airworthiness (AIR)	Continuing Airworthiness oversight capability gap	Multiple APAC States	Significant recurrent demand and inspector shortages	Regional Airworthiness Inspector Training Program	ICAO GSI-AIR -Air Operator & Approved Maintenance Organization Certification (GSI AIR EN)_Batch 1	Funded	China, CAAC		16 Inspectors trained	Completed (Q2, 2026)
			Multiple APAC States			ICAO GSI-AIR -Air Operator & Approved Maintenance Organization Certification (GSI AIR EN)_Batch 2	Funded	US (FAA & Boeing)		1 New Instructor qualified and 16 Inspectors trained	Completed (Q3, 2026)
			Multiple APAC States			ICAO GSI-AIR -Air Operator & Approved Maintenance Organization Certification (GSI AIR EN)_Batch 3	Funded	US (FAA & Boeing)		2 New Instructor qualified and 16 Inspectors trained	Planned
			Multiple APAC States			ICAO GSI-AIR -Air Operator & Approved Maintenance Organization Certification (GSI AIR EN)_Batch 4	Unfunded			3 New Instructor qualified and 16 Inspectors trained	Planned
			Multiple APAC States			The Cross-Border Transferability (XBT EN)	Unfunded			50 Inspectors trained	Planned
			Multiple APAC States			Extended Diversion Time Operations (EDTO)	Unfunded			24 Inspectors trained	Planned
			Multiple APAC States								
		Limited airworthiness oversight capability	Multiple APAC States	Specialized technical courses typically required for certification/oversight involving large aeroplanes		Special Operating Rules: ETOPS, MNPS, RVSM, LVO (AWOPS), PBN	Unfunded			50 Inspectors trained	Planned
5	Aircraft Accident	Insufficient qualified inspectors for aircraft accident investigation	Multiple APAC States	High risk of human error	APAC Regional Programme	Basic Aircraft Accident Investigation	Funded	US (FAA)		20 Inspectors trained	Planned

5	Investigation (AIG)	Investigation competency gap	Multiple APAC States	Medium Level Demand	Service Provider Safety Investigation - Operational Incidents	Unfunded				16 Inspectors trained	Planned
6	Aerodrome & Ground Aids (AGA)	Limited aerodrome inspector capacity	Multiple APAC States	8th highest demand area	Aerodrome Inspector Programme	Overview of Airport Pavement Strength Rating (OAPSR EN)	Unfunded			30 Inspectors trained	Planned
			Multiple APAC States			ACI-ICAO Implementing Annex 14: Advanced Aerodrome Design and Operations	Unfunded			30 Inspectors trained	Planned
			Multiple APAC States			Obstacle Limitation Surfaces	Unfunded			30 Inspectors trained	Planned
			Multiple APAC States			ICAO-ACI ACR/PCR Methodology Training	Unfunded			30 Inspectors trained	Planned
			Multiple APAC States			Airport Certification and Infrastructures Standards	Unfunded			30 Inspectors trained	Planned
			Multiple APAC States			SMS for Airport	Unfunded			30 Inspectors trained	Planned
			Multiple APAC States			Aerodrome SMS incorporating PANS Aerodromes	Unfunded			100 Inspectors trained	Planned
			Multiple APAC States			Emergency Planning and Response for Airport and GSPs with ERP Simulation	Unfunded			30 Inspectors trained	Planned
7	Legislation (LEG)	Regulatory drafting and oversight gap	Multiple APAC States	7th Level of Regional Demand	Rulemaking and Aviation Law Training	International Air Law (IAL EN)	Unfunded				Planned
8	Other (Training, SMS, RPAS, AI)	Emerging technology competency needs	Multiple APAC States	8th Level of Regional Demand	Training and Instructor Development Course	ICAO Training Instructor Course EN Batch 1	Funded	Singapore (SAA)	SAA	10 Inspectors trained	Completed (Q2, 2026)
			Multiple APAC States			ICAO Training Instructor Course EN Batch 1	Funded	Republic of Korea. (IAAA)	IAAA, ROK	10 Inspectors trained	Completed (Q3, 2026)
			Multiple APAC States			ICAO Training Instructor Course EN Batch 1	Funded	China (CAAC)	ICAO APAC RO	20 Inspectors trained	Planned
			Multiple APAC States			ICAO Training Development Course EN	Unfunded			20 Inspectors trained	Planned
			Multiple APAC States			ICAO Conducting a cursory Review of Competency-based Training and Assessment (CBTA) Course Materials Course	Unfunded			24 Inspectors trained	Planned
			Multiple APAC States			Verification of CBTA Course Material: National Operations	Unfunded			20 Inspectors trained	Planned
			Multiple APAC States		SMS / RPAS / AI Training	Introduction to the National Aviation Safety Plan (NASP EN): Online	Unfunded			100 Inspectors trained	Planned
			Multiple APAC States			Monitoring Implementation of the National Aviation Safety Plan (MINASP EN): Online	Unfunded			100 Inspectors trained	Planned
			Multiple APAC States			Fundamental of Safety Management (FSM EN): Online	Unfunded			100 Inspectors trained	Planned
			Multiple APAC States			Safety Risk Management Fundamentals (SRMF EN)	Unfunded			24 Inspectors trained	Planned
			Multiple APAC States			State Safety Programme (SSP EN)	Unfunded			24 Inspectors trained	Planned
			Multiple APAC States			Safety Management for Practitioners (SMaP EN)	Unfunded			30 Inspectors trained	Planned
			Multiple APAC States			Overview of Unmanned Aviation Fundamentals (OUAF EN): Online	Unfunded			24 Inspectors trained	Planned
			Multiple APAC States			Unmanned Aircraft Systems Regulations (UASR EN): Online	Unfunded			50 Inspectors trained	Planned
			Multiple APAC States			Unmanned Aircraft Systems Safety Management System (UASSMS EN): Online	Unfunded			100 Inspectors trained	Planned
			Multiple APAC States			Competency and Licensing of UAS and VTOL Pilots*	Unfunded			20 Inspectors trained	Planned
			Multiple APAC States		Operation Support	Audit Techniques and Practices for Aviation Auditors	Unfunded			20 Inspectors trained	Planned
			Multiple APAC States			Communication Procedures for Airside Operations	Unfunded			32 Inspectors trained	Planned

ASIA - PACIFIC REGIONAL TRAINING PRIORITIES AND FUNDING STATUS GAP ANALYSIS (2026-2028)

Self-Sustaining Program

Priority	Technical Area	Identified Gap	Urgency Driver	Training Solution	Potential Provider	Delivery Modality	Funding Status	Potential Sponsor	Business Owner	KPI	Remarks
1	ATCB Roadmap	States lack roadmap	82% <50% self-sufficient	ATCB Roadmap Development	ICAO APAC / RTCF WG	E-Survey and Technical Assistance	● Unfunded	ICAO/States	ICAO APAC RO	Approved roadmaps	
2	CAMP	Need aviation master plans	Long-term capacity building	CAMP Development & Validation	ICAO	E-Survey and Technical Assistance	● Unfunded	ICAO/States	ICAO APAC RO	Validated CAMPs	
3	TNA	Need structured TNA process	Training planning gap	TNA Training & iPack	ICAO	Workshop	● Unfunded	ICAO/States	RTCF WG	Completed TNAs	
4	Training Centres	Low self-sufficiency	Need local capability	Training Centre Development	States/Partners	Capacity Building	● Unfunded	Donors	States	Training centres established	



ICAO

Regional Training Program Proposal (RTPP)

Elevating Aviation Safety &
Capacity in the Asia-Pacific Region

Prepared by:
Regional Training Cooperation Framework
Working Group (RTCF WG)



The Flight Plan for a Resilient Aviation Ecosystem



35 out of 41 APAC States surveyed.

The Need: A comprehensive Training Needs Assessment (TNA) revealed critical gaps in safety oversight and operational skills.



5-Year RTPP Implementation (2026-2030).

The Solution: A strategic, harmonized regional training program designed to bridge skill shortages and modernize training infrastructure.



Future-Ready Workforce.

The Impact: Elevated safety standards, reduced operational human error, and a proactive defense against emerging risks (RPAS, AI).

Explosive Growth Collides with a Critical Safety Oversight Gap

The Growth Engine

12 Billion+
Global Passengers
by 2030



Passenger traffic growth is driven predominantly by the APAC region, specifically **China, India, Indonesia**, and intra-APAC routes.

The Safety Reality



Global USOAP Effective
Implementation (EI)
Average: **70.3%**



APAC USOAP EI
Average: **66.6%**



CE-4 (Technical Personnel Qualifications and Training) sits at a concerning **54.98%** pinpointing exactly where the systemic failure lies.

A Diagnostic Engine Powered by Unprecedented Regional Collaboration



35 of 41

APAC States/Administrations Participated.
Led By: United States, with significant contributions from the Philippines and Vietnam.



Step 1: Initiation

Mandated by the RTCF WG (August 2024).



Step 2: Analysis

Thematic categorization of skill gaps, resource requirements, and implementation challenges.



Step 3: Output

The data directly informs this exact Regional Training Program Proposal (RTPP).

The Capability Chasm: Where the Workforce is Falling Behind

Air Navigation
Services (ANS)

48.5%
Demand

Secondary Demand

Airworthiness (28.5%)

Aircraft
Operations (OPS)

51.4%
Demand

(Highest
recurrent training
need at 25.7%)

Secondary Demand

AIG (31.4%)

Personnel
Licensing (PEL)

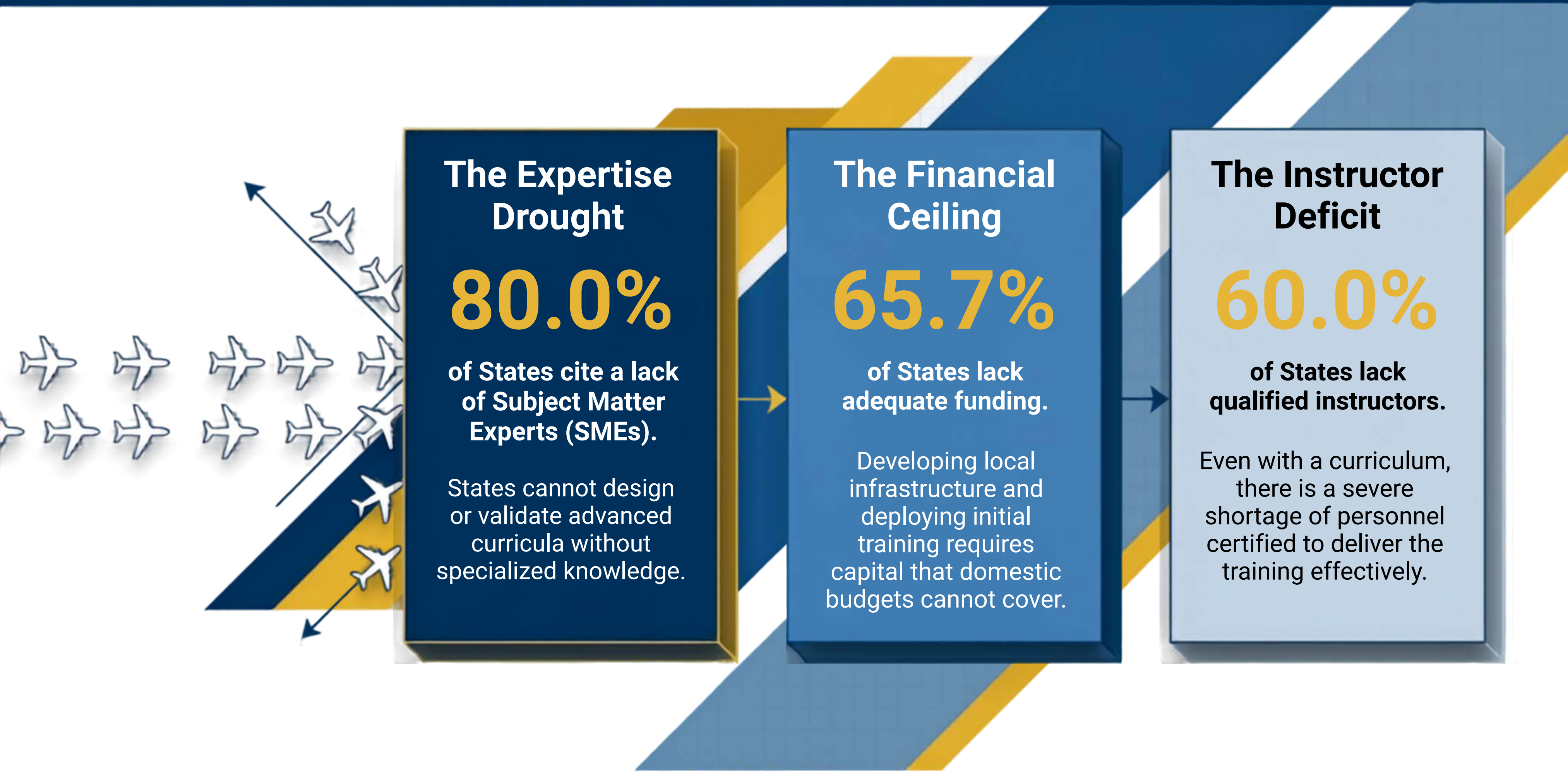
40.0%
Demand

Secondary Demand

Aerodrome & Ground Aids (22.8%)

Insight: Despite high recurrence needs in OPS, ANS, and PEL, **only 14 of 35 States** have dedicated recurrence programs in place.

The Resource Bottleneck: What is Stopping Progress?



Bridging the Gap: The Value Proposition of the RTPP

Current State

Training Approach

Siloed, fragmented national efforts with varying standards.

Resource Management

Severe instructor shortages and redundant curriculum development costs.

Operational Readiness

Inactive training focused solely on existing compliance issues.

Target State

Harmonized regional curriculum ensuring interoperability and mutual recognition of qualifications.

Cultivation of a shared regional pool of SMEs and centralized Train-the-Trainer programs.

Future-proofed workforce prepared for automation, AI, and Remotely Piloted Aircraft Systems (RpAS).

The RTPP Core Framework: Empowering the Frontline



The program focuses intensely on **Government Safety Inspectors (GSIs)** to directly lift **CE-4** (Technical Personnel Qualifications) scores region-wide.

The 5-Phase Implementation Roadmap (2024–2030)

Phase 1 (Preparation): Establish goals, assemble RTCF WG (Nov 2024).

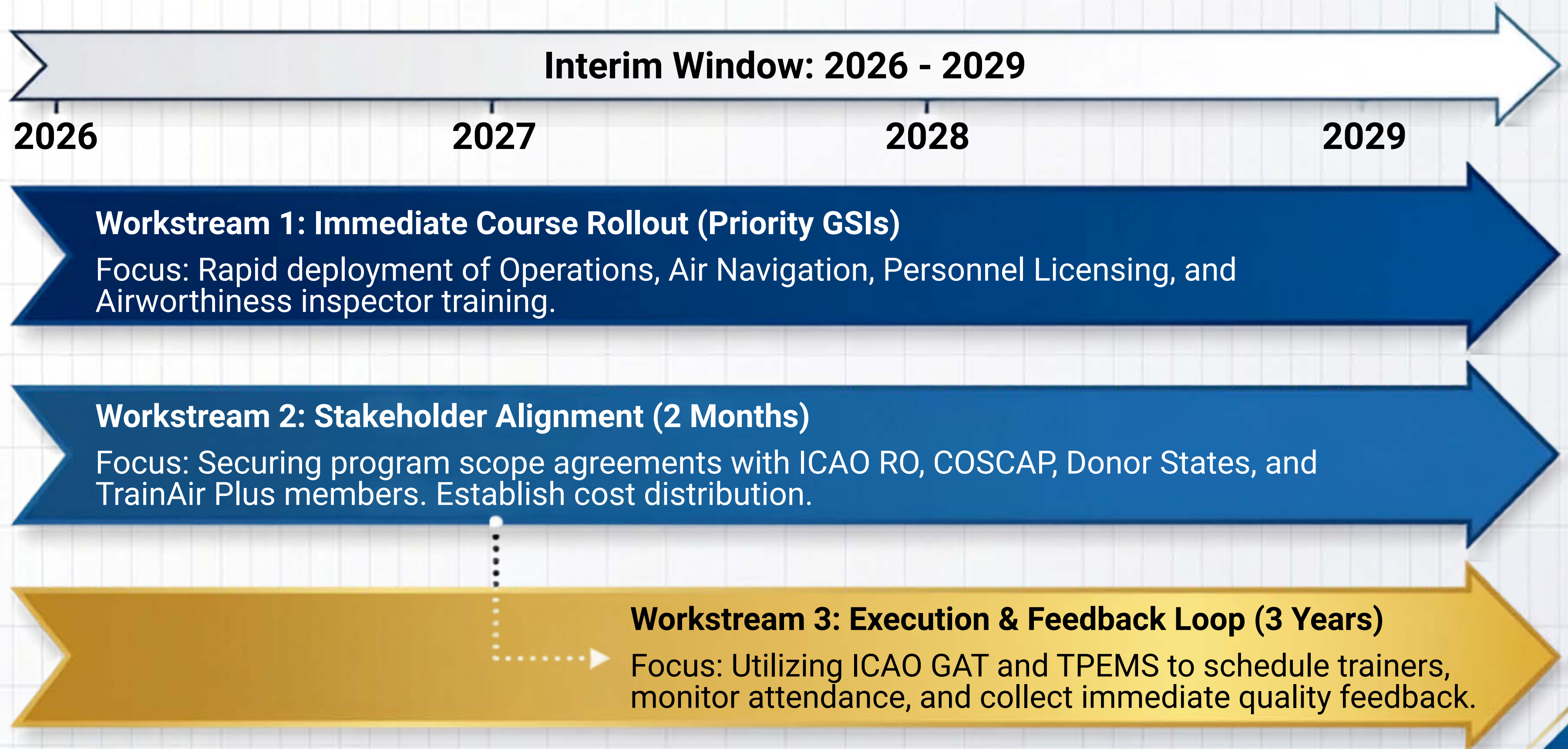
Phase 2 (Data Collection): Conduct survey, identify participant needs (Jan 2025).

Phase 3 (Data Analysis): Identify gaps, prioritize APAC training based on safety and operational efficiency (Mar–Apr 2025).

Phase 4 (RTPP Proposal): Develop report, present to DGCA Conference (Jun–Jul 2025).

Phase 5 (Implementation & Guidance): Roll 5-year multi-stage program, coordinate training networks (2026–2030).

Near-Term Action: The 3-Year Interim Training Plan



Capacity Building: Direct State Support Architecture

ATCB Roadmap Workshops (6 Months)

Facilitating ICAO workshops for States needing assistance in building their own Aviation Training and Capacity Building (ATCB) roadmaps.

Validation & Needs Assessment (6 Months)

Reviewing State roadmaps for ICAO compliance and conducting precise, localized Training Needs Assessments to identify exact gaps.

Targeted iPacks & Guidance (2 Months/Project)

Deploying ICAO TNA courses, Implementation Packages (IPacks), and customized mentorship to help states execute their new training plans.

Resource Strategy: Fueling the RTPP



Budget & Funding Sources

Donor States & State Grants. SAFE and AVSEC Funds. Public-Private Partnerships & Buddy Partnerships.



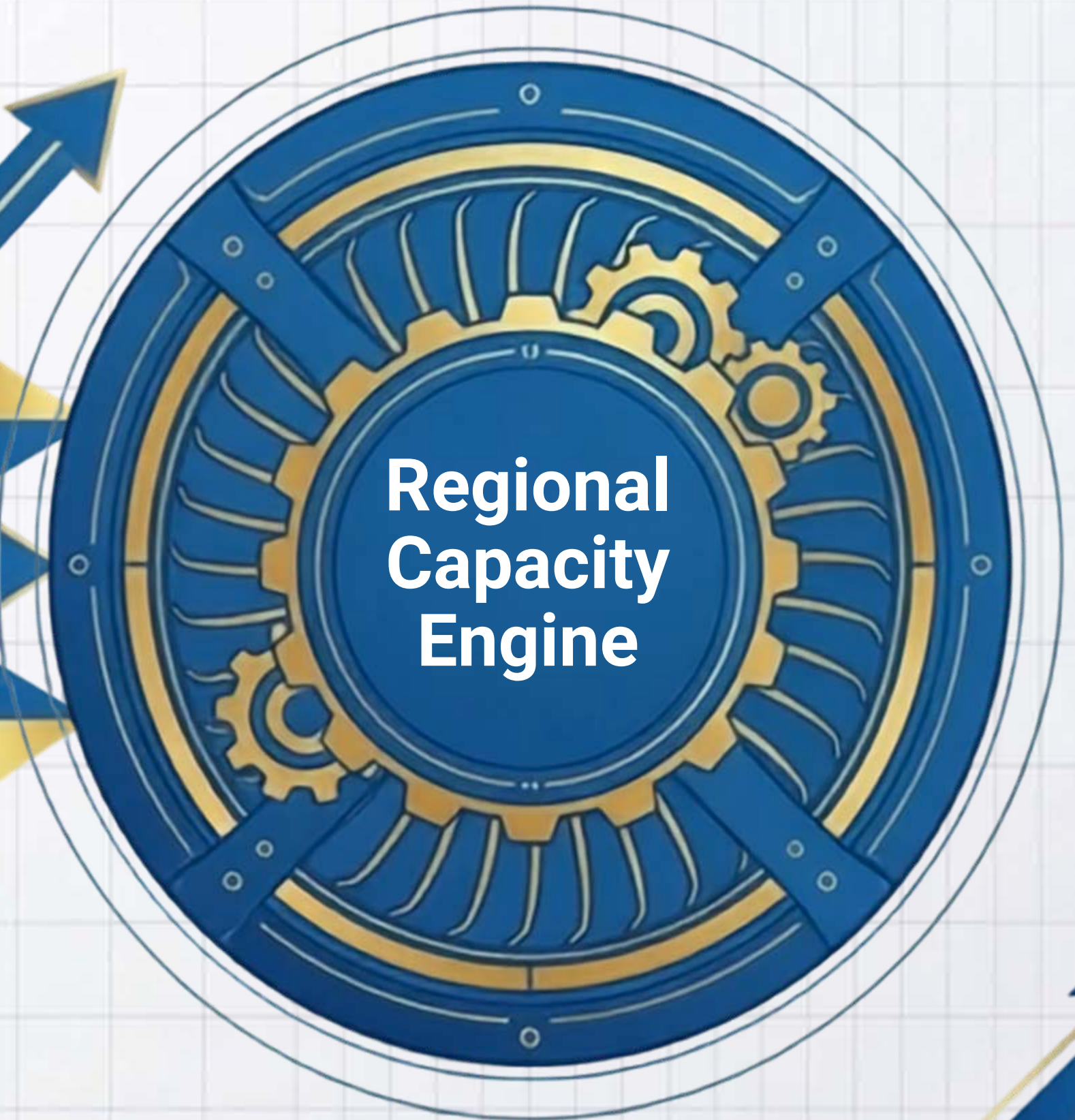
Digital Infrastructure

Leveraging ICAO TRAINAIR PLUS Electronic Management System (TPEmS) for course management, certificate generation, and STP material exchange.



Physical & Human Capital

Development of specialized local training institutes, simulation centers, and a sustainable network of regional Technical Experts and SMEs.



Measuring Success: Program KPIs and Accountability



Training Completion & Quality

Tracking completion rates and aggregating participant satisfaction scores to assure delivery impact.



TNA & Roadmap Validation

Monitoring the exact number of participating states that successfully complete and validate their local ATCB roadmaps.



Course Delivery Tracking

Comprehensive logging of enrollment numbers, courses delivered, and localized training execution.



Curriculum Agility

Measuring the frequency of curriculum updates to ensure alignment with emerging technologies and new ICAO/industry standards.

The Ecosystem Impact: From Individual Skill to Regional Safety



A Shared Flight Path to 2030

The success of the RTPP relies entirely on the spirit of collaboration. By uniting funding, expertise, and political will, we can fulfill the commitments of the Beijing (2018) and Delhi (2024) Declarations.

Invest in human capital today to secure the Asia-Pacific aviation ecosystem of tomorrow.

